



Higher Education Compensation & Salary Equity Study Information

During the 2007 Legislative General Session, the Legislature appropriated a 3.5% increase for cost of living adjustments and a 1.5% increase for discretionary salary increases. During the June 2007 State Board of Regents meeting, the USHE institutions disclosed how the salary increases were applied to their appropriated employees. A copy of that report is attached for review.

In addition to the salary increase component, biannually the Commissioner of Higher Education performs a salary equity study for higher education employees in the state of Utah. The study looks at higher education staff as well as faculty members and compares their salaries to that of others in similar positions both locally and nationally. The 2007 study has not been completed at the time of this report so information reported is based on the study conducted in Fall 2005. Approximately two-thirds of the USHE employee titles can be matched with a nationally-benchmarked position. On average 40% of the *benchmarked* positions were found to be below 90% of the comparable salaries. This 40% is a product of individual numbers ranging from 2% to 54%. A summary report of the 2005 study findings is attached.

Table 1

Utah System of Higher Education

Fiscal Year 2007-08 Implementation Report on Average Salary Increases by Employee Classification

| Institution | Line Item | Regular Faculty | Adjunct Faculty | Teaching Assistants | Executives | Staff | Wage Payroll | Institution Average |
|-------------|-----------------|-----------------|-----------------|---------------------|------------|-------|--------------|---------------------|
| UU | E&G | 5.00% | 5.00% | 5.00% | 5.00% | 5.00% | 5.00% | 5.00% |
| | SOM | 5.00% | | | | 5.00% | 5.00% | 5.00% |
| | RDEP | 5.00% | | | | 5.00% | 5.00% | 5.00% |
| | Tele Health | | | | | 5.00% | | 5.00% |
| | Poison | | | | | 5.00% | 5.00% | 5.00% |
| | Siesmograph | | | | | 5.00% | 5.00% | 5.00% |
| | NH Museum | | | | | 5.00% | 5.00% | 5.00% |
| | Arbor | | | | | 5.00% | | 5.00% |
| | KUED | | | | 5.00% | 5.00% | 5.00% | 5.00% |
| | USTAR | | | | | | | 5.00% |
| | U Hospital | | | | | 5.00% | | 5.00% |
| | Miners Hospital | | | | | 5.00% | | 5.00% |
| | Center on Aging | | | | | | | 5.00% |
| | Ed Dis | | | | | 5.00% | 5.00% | 5.00% |
| USU | E&G | 4.96% | 3.50% | 3.50% | 6.53% | 4.82% | 3.50% | 4.94% |
| | UBCEC | 5.46% | 3.50% | | | 4.75% | | 4.94% |
| | SECEC | 3.50% | 3.50% | | | 3.79% | | 4.94% |
| | BCCEC | 7.77% | 3.50% | | 7.50% | 5.35% | 3.50% | 4.94% |
| | TWCEC | 7.13% | 3.50% | | | 4.29% | | 4.94% |
| | AES | 3.50% | | | | 4.41% | 3.50% | 4.94% |
| | UWRL | 4.34% | 3.50% | | | 5.97% | | 4.94% |
| | Coop | 5.07% | | | 5.11% | 3.50% | 3.50% | 4.94% |
| | Ed Dis | | | | | 3.96% | | 4.94% |
| WSU | E&G | 5.00% | 5.00% | | 5.00% | 5.00% | 5.00% | 5.00% |
| SUU | E&G | 7.10% | 7.00% | | 6.00% | 7.90% | 7.00% | 7.30% |
| | Ed Dis | | | | | 5.00% | | 5.00% |
| | Rural | | | | | 7.00% | | 7.00% |
| Snow | E&G | 6.32% | 6.00% | | 4.93% | 7.19% | 9.80% | 7.20% |
| DSC | E&G | 5.00% | 3.50% | | 5.00% | 5.00% | 3.50% | 4.80% |
| | Zion | | | | | 5.00% | 3.50% | 4.70% |
| CEU | All Lines | 5.00% | 11.11% | | 2.60% | 5.00% | 3.50% | 5.00% |
| UVSC | E&G | 5.00% | 5.00% | | 5.00% | 5.05% | 4.50% | 5.00% |
| | Ed Dis | | | | | 5.05% | 4.50% | 5.00% |
| SLCC | All Lines | 5.00% | 6.00% | | 5.00% | 5.00% | 5.00% | 5.00% |
| SBR | Admin | | | | 6.25% | 4.73% | | 4.91% |
| | UEC | | | | | 5.00% | | 5.00% |
| UCAT | Admin | | | | 11.00% | 6.50% | | 9.00% |
| | BATC | 8.00% | 8.00% | | 8.00% | 8.00% | 8.00% | 8.00% |
| | DATC | | | | | | | |
| | DXATC | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% | 6.00% |
| | MATC | 3.66% | | | 4.84% | 4.04% | | 3.94% |
| | OWATC | 5.75% | 3.00% | 4.40% | 3.35% | 5.75% | 3.00% | 5.50% |
| | SLTATC | 3.50% | 3.50% | | 3.50% | 3.50% | | 3.50% |
| | SWATC | 5.00% | 5.00% | | TBA | 5.00% | 5.00% | 5.00% |
| | UBATC | | | | | | | |

Notes:

DATC - Not Available at the time of Print

Table 11

Utah System of Higher Education

Fall 2005 Salary Equity Analysis ⁽¹⁾

| | | FTE Positions at less than 90% of Benchmark ⁽²⁾ | State-funded FTE Positions with Benchmarks | Dollars ⁽³⁾ | Average |
|------------------------------------|---------|------------------------------------------------------------|--------------------------------------------|------------------------|----------|
| University of Utah | Faculty | 337 | 817 | \$3,850,800 | \$11,425 |
| | Staff | 610 | 1,755 | \$4,769,800 | \$7,823 |
| | Total | 947 | 2,573 | \$8,620,600 | \$9,105 |
| Utah State University | Faculty | 298 | 541 | \$3,676,600 | \$12,348 |
| | Staff | 353 | 656 | \$1,602,300 | \$4,539 |
| | Total | 651 | 1,198 | \$5,278,900 | \$8,112 |
| Weber State University | Faculty | 146 | 430 | \$567,900 | \$3,896 |
| | Staff | 237 | 441 | \$1,850,300 | \$7,794 |
| | Total | 383 | 871 | \$2,418,200 | \$6,311 |
| Southern Utah University | Faculty | 88 | 207 | \$565,900 | \$6,431 |
| | Staff | 121 | 216 | \$723,900 | \$5,990 |
| | Total | 209 | 423 | \$1,289,800 | \$6,175 |
| Snow College | Faculty | 22 | 109 | \$70,800 | \$3,218 |
| | Staff | 33 | 110 | \$243,500 | \$7,290 |
| | Total | 55 | 219 | \$314,300 | \$5,673 |
| Dixie State College | Faculty | 51 | 100 | \$263,000 | \$5,157 |
| | Staff | 45 | 106 | \$207,800 | \$4,580 |
| | Total | 96 | 206 | \$470,800 | \$4,885 |
| College of Eastern Utah | Faculty | 4 | 68 | \$20,500 | \$5,125 |
| | Staff | 12 | 85 | \$118,100 | \$10,199 |
| | Total | 16 | 153 | \$138,600 | \$8,896 |
| Utah Valley State College | Faculty | 88 | 400 | \$614,200 | \$6,980 |
| | Staff | 154 | 475 | \$1,038,800 | \$6,745 |
| | Total | 242 | 875 | \$1,653,000 | \$6,831 |
| Salt Lake Community College | Faculty | 142 | 336 | \$512,600 | \$3,610 |
| | Staff | 124 | 388 | \$854,000 | \$6,898 |
| | Total | 266 | 724 | \$1,366,600 | \$5,141 |
| Utah College of Applied Technology | Faculty | 138 | 238 | \$1,461,400 | \$10,590 |
| | Staff | 68 | 206 | \$624,400 | \$9,203 |
| | Total | 206 | 444 | \$2,085,800 | \$10,133 |
| State Board of Regents | Faculty | n/a | n/a | n/a | n/a |
| | Staff | 1 | 24 | \$500 | \$1,000 |
| | Total | 1 | 24 | \$500 | \$1,000 |
| USHE TOTAL | Faculty | 1,314 | 3,247 | \$11,603,700 | \$8,834 |
| | Staff | 1,757 | 4,463 | \$12,033,400 | \$6,847 |
| | Total | 3,071 | 7,711 | \$23,637,100 | \$7,697 |

Notes:

(1) Data compiled Fall 2005.

(2) Number of state-funded full-time equivalent employees with adjusted salaries less than 90% of market.

(3) Dollars represent amount needed to bring employees' salaries up to 90% of market.